



## Agenda:

- · History and Purpose
- · How it will work
- · What a Mentor Is/Isn't
- · Mentor Expectations
- How to be a Good Mentor
- · Critical Times to Connect
- · Mentor Resources

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Kansas History & Purpose



## **Kansas History**

- 20+ New WIC Coordinators 2018-2020
- Projected to pick up at an even faster pace over the next 5-10 years due to upcoming retirements
- Hard to replace long-time WIC Coordinators

Of WIC Coordinators in 2019, at least 15% have worked for WIC for 25 years+

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## Why a Mentor?

- Supervisors of WIC Coordinators rarely have much expertise in WIC
- Mentors can help relate to challenges

Big Goal:

For new WIC Coordinators to be both **successful** and **satisfied** in their new positions!

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# New WIC Coordinator Mentor Program Planning Committee

Name	Agency
Heather Peterson, RD, LD	Reno County
Kay Powell, RD, LD, CBE	Shawnee County
Kelli Waggoner, BSN, RN	Cowley County
	State Agency
Patrice Thomsen, MS, RD, LD	
Tiffani Krause, RN	Seward County
	Geary County-Konza

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Kansas History & Purpose



#### WIC Coordinator Training Plan #5089

- · Quick Start Guide
- · WIC Roles and Staffing
- · Budgets 101
- Affidavits 101
- · Which Reports Should I Run?
- · Tough Issues
- Inventory: Equipment, Cards and Pumps
- · Maintaining and Building Caseload
- · Management Evaluations
- Vendor Management for WIC Coordinators
- BFPC Program

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Kansas How it will work



- We will have a pool of Mentors that we will rotate through.
- Will attempt to match new WIC Coordinator with a Mentor close by, of similar size, of similar-operations (does the WIC Coordinator do just WIC or more than WIC), and will consider if parent/sub, etc.
- If we think you might be a good match for the new WIC Coordinator, we will email you, asking you if you would like to Mentor this new Coordinator.

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New WIC Coordinator + Mentor

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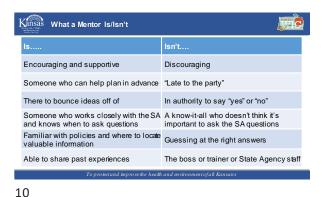
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- · If you say no, not right now, we will ask the next closest match.
- · If you say yes, we will email you and the new Coordinator to connect you and you will take it from there.

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## **Expectations of a Mentor:**

- Complete the WIC Coordinator Training Plan on KS-TRAN #5089.
- · Commit to serving as a Mentor for one year.
- · Contact your Mentee regularly!
- · Advise your Mentee to contact their SA Lead.
- · Count your Mentor time as WIC Admin time.

How to be a good Mentor:



· Want to help others!

Kansas How to be a good Mentor

- · Be available
- · Stay on top of WIC knowledge/skills
- · Be willing to share personal experiences, including failures
- · Keep learning
- · Develop others

Abbajay, Mary. "Mentoring Matters: Three Essential Elements of Success." Forbes, 20 Jan. 2019. Forbes, https://www.forbes.com/sites/maryabhajay/2019/01/20/mentoring-matters-three-essential-element-of-success/fit00/8845691 Acrossod 26 May 2019.

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#### **Mentorship Best Practices:**

- · Discuss the structure
- · Get to know each other

Abbajay, Mary. "Mentoring Matters: Three Essential Elements of Success." Forbes, 20 Jan. 2019. Forbes. https://www.forbes.com/siles/maryabbajay/2019/01/20/mentoring-matters-three-essential-element-of-success/#1018884569f. Accessed 78 May 2021.

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#### Critical times to connect:

- First 3 months, touch base at least monthly (more often if you're able)
- · NSP-when initial I-Memo comes out and at key times before due
- · Budget-when initial I-Memo comes out and at key times before due
- · When their ME is (just before)
- · When they plan to do Vendor monitoring (just before)
- · Ask what are they planning for outreach
- · Ask how budget monitoring is going (where are they for the year?)
- · Just because!

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Kansas Will You Be a Mentor?



### **Mentor Resources:**

- Abbajay, Mary. "Mentoring Matters: Three Essential Elements of Success." Forbes, 20 Jan. 2019. Forbes: <a href="https://www.forbes.com/sates/manyabbajay/2019/01/20/mentoring-matters-three-sesential-leimentor-fas-uncess/eff0988983659" Acressed 26 May 2029.</a>
- Loretto, Penny, "Qualities of a Good Mentor." The Balance Careers. https://www.thehalancecareers.com/qualities.d/a-good-mentor-1996963 Accessed 26 May 2021.
- Kenneth Ortiz. "How to be a Great Mentor." YouTube. 28 Jun. 2019. YouTube. https://www.youtube.com/watch?v=G3q8kEn\_nsg Accessed 26 May 2021.

Thank you!

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